

World's Best Workforce

SPPS Annual Report

Regular Board of Education Meeting
November 17, 2015



Purpose

The purpose of this presentation is to present SPPS's **World's Best Workforce Annual Report** for school year 2014-15 for approval by the School Board.



World's Best Workforce

- The World's Best Workforce (WBWF) Plan is required by Minnesota statute, section 120B.11
- The aim of the statute is to ensure every school district is making strides to improve student performance
- Ultimate goal is to ensure Minnesota's students in the future will become the "world's best workforce"



WBWF – Five Goals

- The WBWF Plan must address the following five goals:

All children are ready for school

All third graders can read at grade level

All racial and economic achievement gaps are closed

All students are ready for college and career

All students graduate from high school

Strong Schools, Strong Communities 2.0

- SPPS is in the second phase of our strategic plan, *Strong Schools, Strong Communities 2.0*

- **Three overarching goals:**



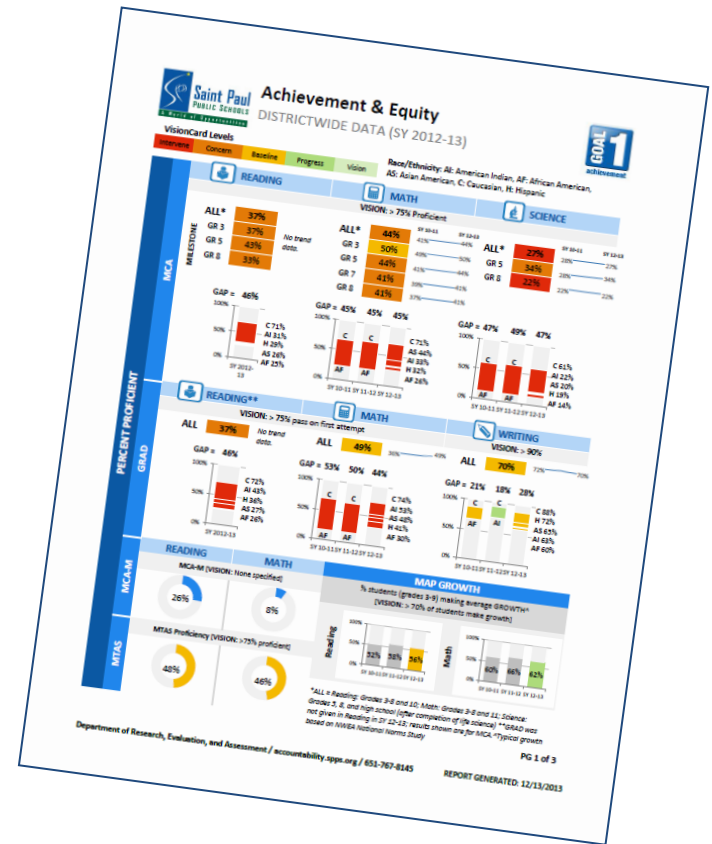
- **Five Focus Areas:**

- Racial Equity Transformation
- Personalized Learning
- Ready for College and Career
- Excellent PK-12 Programs with Connected Pathways
- Systems that Support a Premier Education



VisionCards

- System for monitoring progress towards reaching the goals of *SSSC 2.0*
- Over 80 performance metrics organized on six VisionCards
- Throughout the year, each card is presented to the Board annually



Critical

Concern

Stable

Progress

Vision

Three Components

- So how are these three components tied together?

SSSC 2.0
is the destination



Where we want go?

**Road trip
analogy**

WBWF
is the route



How will we get there?

VisionCards
are the odometer



*How far have we gone?
How much farther do we
need to go?*

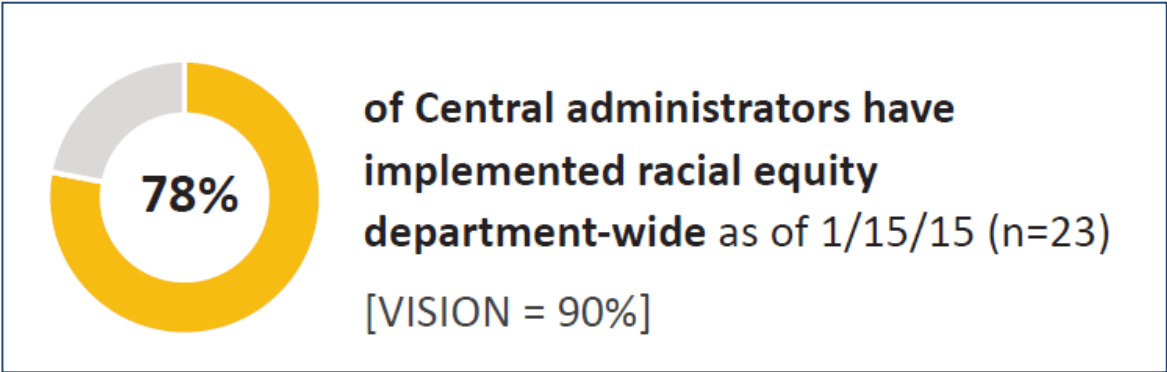
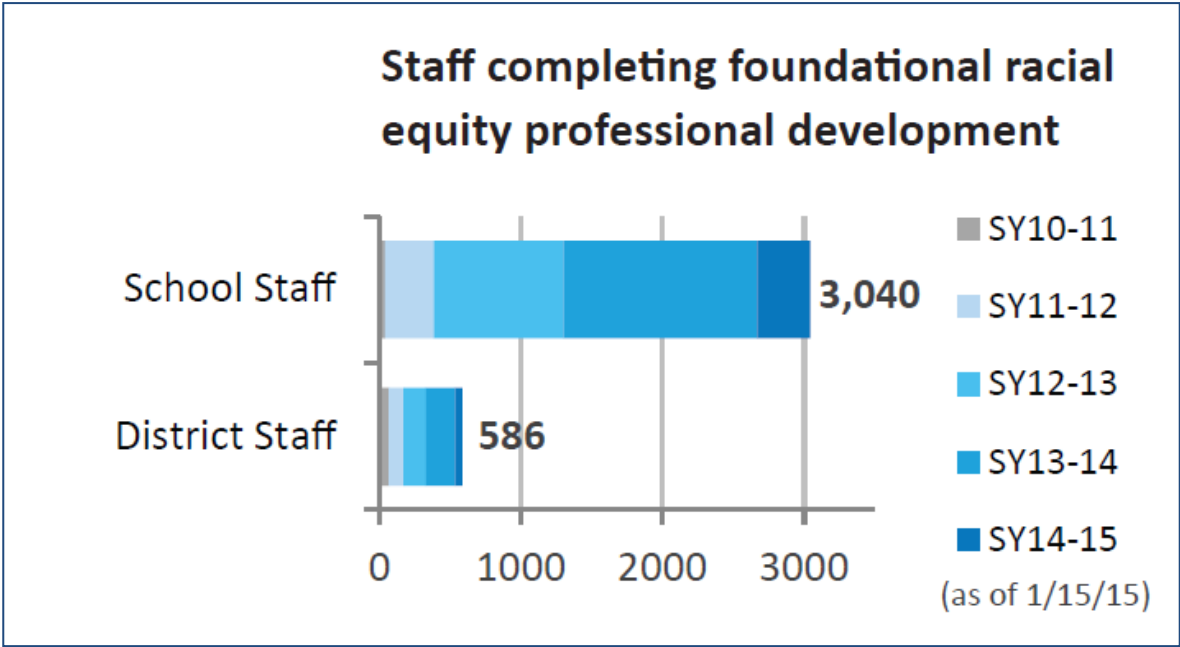


Racial Equity Transformation - Programs

Programs/Initiatives	WBWF Goals				
	All Children Ready for School	All Third Graders Reading at Grade Level	All Racial and Economic Achievement Gaps Are Closed	All Students are Ready for College and Career	All Students Graduate from High School
Racial Equity Transformation					
Racial Equity Professional development		x	x	x	x
School-specific work led by school Equity Teams		x	x	x	x
Racially equitable curriculum		x	x	x	x
Joint racial equity training		x	x	x	x
Parent Academy	x	x	x	x	x
Parent Advisory committees		x	x	x	x



Racial Equity Transformation - Metrics

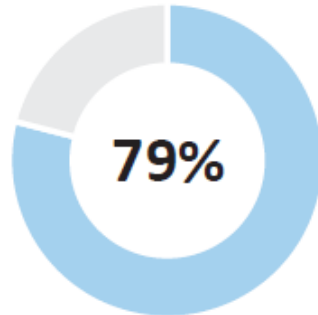


Personalized Learning - Programs

Programs/Initiatives	WBWF Goals				
	All Children Ready for School	All Third Graders Reading at Grade Level	All Racial and Economic Achievement Gaps Are Closed	All Students are Ready for College and Career	All Students Graduate from High School
Personalized Learning					
Student learning in a 1:1 iPad environment		x	x	x	x
Professional development for teaching in a 1:1 iPad environment		x	x	x	x

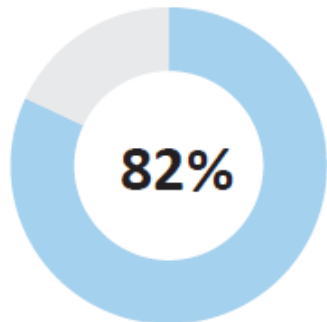


Personalized Learning - Metrics



of students agree they are able to make decisions about **WHAT** they learn.

[VISION = Baseline only]



of students agree they can make decisions about **HOW** they learn.

[VISION = Baseline only]

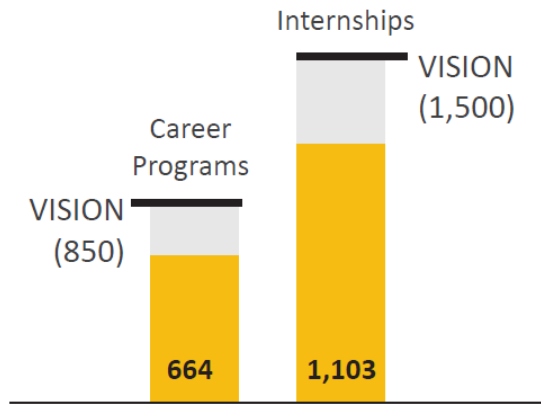
College and Career - Programs

Programs/Initiatives	WBWF Goals				
	All Children Ready for School	All Third Graders Reading at Grade Level	All Racial and Economic Achievement Gaps Are Closed	All Students are Ready for College and Career	All Students Graduate from High School
Ready for College and Career					
Focus on Freshman			X	X	X
Naviance			X	X	X
Specialized courses such as: CTE, AP, IB, and AVID				X	X



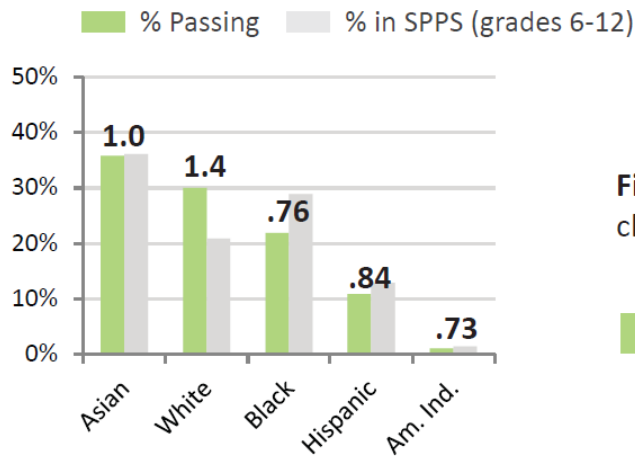
College and Career - Metrics

Career and Technical Education (CTE): Students participating in...



Advanced Courses (grades 6-12) Proportionality Ratios by Race

[student group % of those enrolled (or passing) classes / % of student group in district]



Financial Readiness: % of graduating class who completed a FAFSA



Programs and Pathways - Programs

Programs/Initiatives	WBWF Goals				
	All Children Ready for School	All Third Graders Reading at Grade Level	All Racial and Economic Achievement Gaps Are Closed	All Students are Ready for College and Career	All Students Graduate from High School
Excellent PK-12 Programs and Connected Pathways					
Specialized programs with Articulations	X	X	X		
Pre-K	X	X			
Alternative education opportunities: Extended Day Learning and S-Term		X	X		X



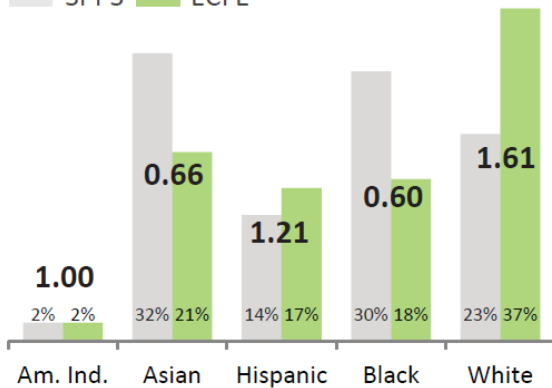
Programs and Pathways - Metrics

ECFE Participation:

Proportionality ratio by race

VISION >.75 all groups

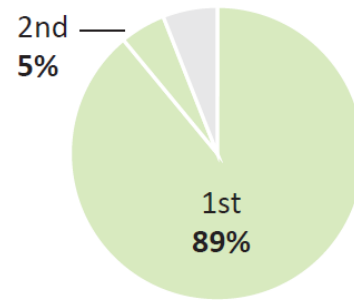
■ SPPS ■ ECFE



Kindergarten Choice:

% families that are awarded first or second choice school for K

VISION >85%



Continued Enrollment In SPPS:

% staying enrolled in SPPS across transition grades

VISION >85%



Systems - Programs

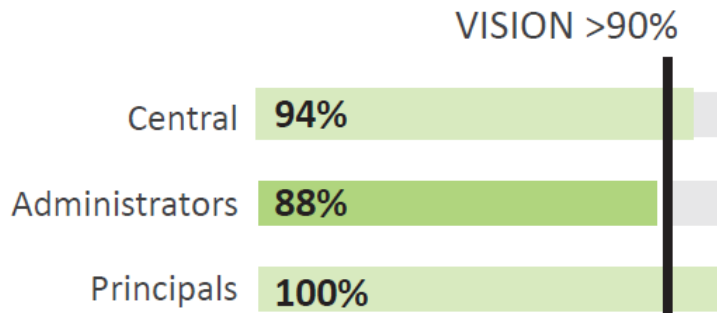
Programs/Initiatives	WBWF Goals				
	All Children Ready for School	All Third Graders Reading at Grade Level	All Racial and Economic Achievement Gaps Are Closed	All Students are Ready for College and Career	All Students Graduate from High School
Systems that Support a Premier Education					
Peer Assistance Review (PAR) program		x	x		x
Teacher Development and Evaluation (TD&E) program		x	x		x
Principal and administrator performance reviews		x	x		x
Facilities Master Plan	x		x		



Systems - Metrics



% rated at or above standard on last evaluation

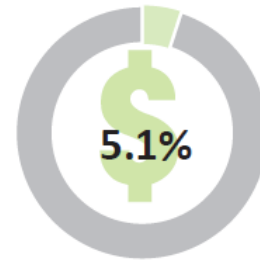


PAR: % of PAR supported teachers who rate the overall program as Good or Excellent



% of unassigned general fund balance

VISION >5%

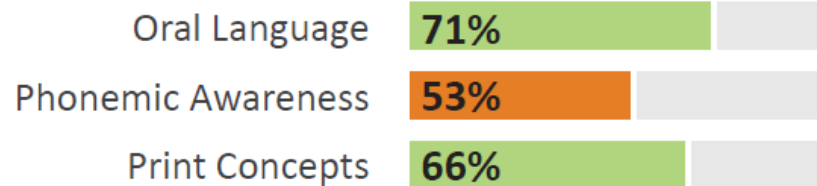


Growth and Proficiency - Metrics

School Readiness: Mondo Bookshop Assessment Fall 2014

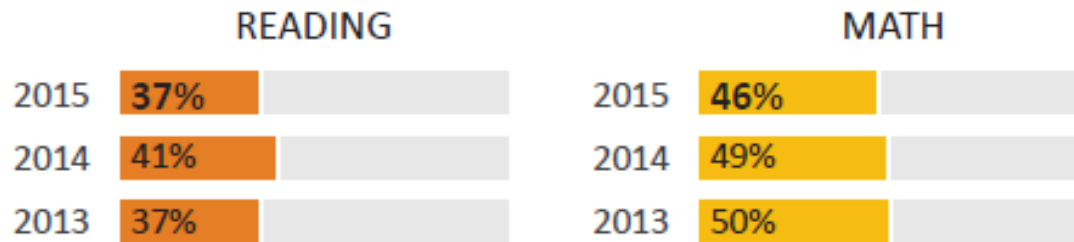
[VISION > 75% at or above Benchmark Target]

MONDO (K)



MCA+MTAS 3rd Grade: % proficient

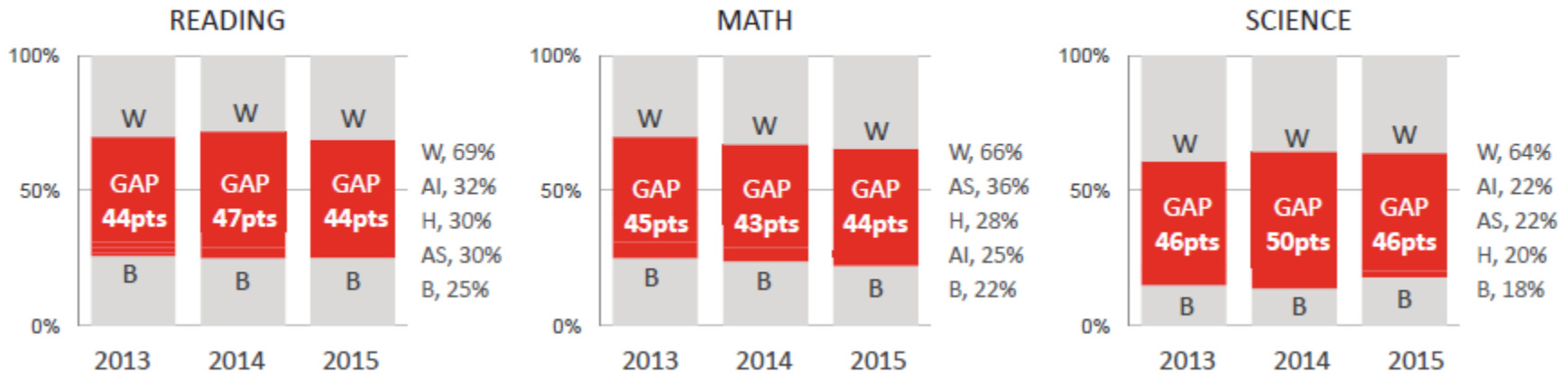
[VISION > 75%]



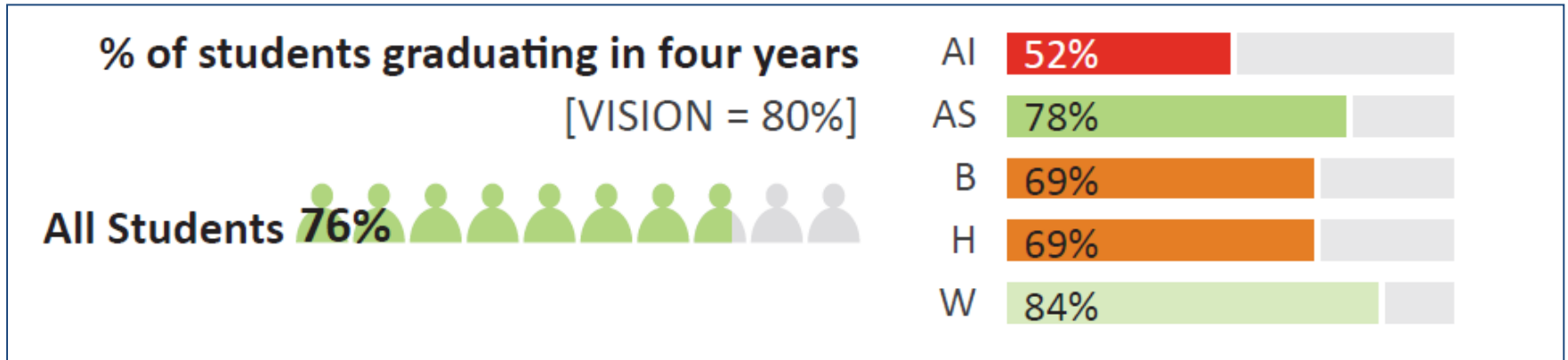
Growth and Proficiency - Metrics

MCA+MTAS (total grades 3-8, 11): Largest % gap between race/ethnic groups [VISION < 10 percentage pts]

Race/Ethnicity: AI: American Indian, AS: Asian American, B: Black, H: Hispanic, W: White



Growth and Proficiency - Metrics



Growth and Proficiency VisionCard

- The full Growth and Proficiency VisionCard can be found in the Board Book and will be posted online at:
<http://accountability.spps.org/strongschools>



Questions?

Full report can be found at:

<http://accountability.spps.org/spp>

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